

# Market Range Detail - Mitigation Specialist Capital Supervisor

## Effective Date

July 8, 2013

## Market Range Title Description

Positions in this market range title are responsible for the daily oversight and supervision of a staff of Mitigation Specialists – Capital who are responsible for assisting attorneys in developing defense strategies and recommending less severe sentencing than the death penalty based upon historical factors which may have contributed to the alleged capital offense. Supervisory responsibilities include developing performance plans, monitoring and evaluating performance, coaching and counseling staff, interviewing and hiring new staff and determining work priorities.

Job duties typically include: performing the job duties of a Mitigation Specialist – Capital on the most complex and highly sensitive case assignments; providing expert guidance in death penalty mitigation; assigning and directing case assignments; auditing staff work products to ensure accuracy and completeness; providing ongoing training to staff on a variety of topics; evaluating work processes and procedures and recommending strategies for improvement as necessary; testifying as an expert witness in court.

This market range title is differentiated from the Mitigation Specialist Supervisor market range title by the responsibility for supervising mitigation operations of capital cases.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$25.75	\$32.19	\$38.62

## Likely Minimum Qualifications

- Bachelor's degree in Criminal Justice, Social Work, Counseling, or closely related field
- Master's degree in Criminal Justice or Social work preferred
- Five years of behavioral health, trauma, substance, abuse, or related casework experience
- Prior lead and/or supervisory experience preferred
- Other combinations of education and experience may be considered in substitution for the minimum qualifications.

## Working Titles

- Capital Mitigation Supervisor

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.